

MODERN SLAVERY
AND HUMAN TRAFFICKING
STATEMENT

Modern Slavery and Human Trafficking Statement

The Pronovias Group (“**Pronovias**” or the “**Group**” or “**we**”) acknowledges that modern slavery is a heinous crime and a morally reprehensible act that deprives a person’s liberty and dignity. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. For this reason, the Group adopts this Modern Slavery and Human Trafficking Statement in the name and on behalf of its British subsidiary Pronovias UK Limited for the financial year ending 31 December 2019:

Pronovias Group is a leading group in the bridal fashion sector and a reference fashion house in the designing, manufacturing, marketing and sale of wedding dresses, evening dresses and all related accessories. We employ 1,059 people in 13 countries, more than two thirds of whom are based in Europe. Our supply chain is complex and has significant scale, it includes more than one hundred suppliers that provide the Group with goods and services to manufacture our products such as raw materials, finished and semi-finished products, warehousing and logistics of our products around the world.

At Pronovias, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in the company’s operations and supply chains. The Group’s policies mentioned below reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains:

- **Whistleblowing Channel:** We encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation and through confidential channels to protect identity.
- **Code of Conduct and Anti-Bribery and Corruption Policy:** We encourage employees to act righteously by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.
- **Suppliers Code of Conduct:** During 2019, we have elaborated a specific Suppliers Code of Conduct which establishes that the Group is committed to conduct its activity in compliance with all the applicable laws, regulations and conventions, as well as with best practices, applying the highest labour standards prohibiting explicitly slavery and human trafficking. We expect our suppliers and subcontractors of the latter to apply the same respect for applicable laws and ethics principles.

We commit to regularly monitor the risk of modern slavery in our business and supply chain by considering the geography, the type of work being carried out and the type of labour being used. Based on this, we believe that the risk of modern slavery in our directly employed workforce is low, because our employees are well skilled and are undertaking work in controlled environments where there are established policies and processes.

Instead we have recognised the need to better understand the use of labour providers in our complementary workforce and supply chain, especially in labour activities that carry a higher risk of modern slavery such as manufacturing, transportation and warehousing. This will be the area for further analysis over the year 2019 and over the year we will consider how to raise awareness among our high risk third parties of how to detect and mitigate modern slavery risks.

PRONOVIAS GROUP

Pronovias commits not to work with any supplier who has demonstrably and repeatedly failed to comply with International Labour Organization (ILO) standards. Suppliers selection and onboarding procedure includes due diligence of the supplier's reputation and its compliance with international and local laws and standards. We require all suppliers to attest that they do not use any form of forced, compulsory or slave labour; their employees work voluntarily and are entitled to leave anytime; they provide each employee with an employment contract; they do not withhold employees salaries for any reasons and they do not require employees to surrender passports or work permits as a condition of employment. We have never been made aware of any allegations of human trafficking or slavery activities against our suppliers. However, Pronovias reserves the right to review the business relationships and possibly terminate them if suppliers fail to demonstrate compliance with the laws and code of conduct or to implement appropriate corrective actions to improve performance.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Pronovias UK Limited's slavery and human trafficking statement. Our Senior Management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within the organisation and within the supply chains.



Amandine Ohayon
C.E.O. Pronovias Group

25th April 2019